

SECRET/EYES ONLY

Deputies Meeting
29 June 1971

25X1A "Colonel White next advised the group that the Director had recently communicated with some young Agency people. They had questioned his statements in the State of the Agency Message that graduates of the best colleges were still coming to the Agency and that our professional attrition was very low. It was apparently their belief that this was a disclaimer to their opinion that morale in the Agency was low. The Director is concerned that there is discontent among the young people in the Agency and he wants to get at the problem but doesn't quite know how to do it. He was looking to the members of this group for guidance. It was Mr. Proctor's opinion that motivation is the most serious problem. These youngsters are not sufficiently interested in national problems. They are more concerned with domestic problems and with their image in their own environment. Although these are understandable concerns, Mr. Proctor did not believe they are necessarily concerns of the Director. After much discussion of this subject, including the role that the MAG might play, it was agreed that it might be well to have the Director meet with the Deputies to discuss this problem further. Mr. Coffey suggested an attitudinal study by the A&E Staff directed specifically at this problem. This recommendation was well received by all and the Executive Director asked that Mr. Coffey and [REDACTED] meet with him in the very near future."

Deputies Meeting
4 August 1971

25X1A "Colonel White told the group that he had met with Mr. Coffey and [REDACTED] to discuss the activities and recommendations of the Human Resources Study Group. Colonel White has decided to proceed with a project to determine whether there is a 'Youth Problem' in the Agency. [REDACTED] would like representatives of each Directorate to work with him in developing the approach such a project should take. In response to Colonel White's query on the type of representatives desired, Mr. Coffey suggested that younger people, similar to those selected for the MAG, might be best. The Deputies were asked to provide the DD/S with the names of the representatives selected."

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Two phase approach:

Personal interview simply to help identify problem areas and formulate questions for second and real survey. First phase involves only 20 people in the DDI. Second phase far more comprehensive, large sample (100 or more in the DDI) probably by written responses.

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██████ had agreed to the procedure and questions and then had change of mind and has refused to go along. All the other Directorate representatives have had no problems with doing first phase.

Director concerned about the "youth problem"--that's why it is the topic. May turn out that there is no youth problem.

First phase addresses questions to two groups--youth and older supervisors at first or second supervisory level. This will help find out whether the problem is more general and not confined to youth.